



Approved October 8, 2012

**CITY OF SCOTTSDALE
HUMAN RELATIONS COMMISSION**

REGULAR MEETING

SUMMARIZED MINUTES

**5:00 p.m. Tuesday, September 11, 2012
Human Resources Pinnacle Training Room
7575 E. Main Street
Scottsdale, Arizona**

Present: Jeff Jameson, Chair
Linda Simmons, Vice Chair
Bob Fox, Commissioner (via telephone)
Susan Galpin, Commissioner
Edward Lopez, Commissioner

Absent: James Campbell, Commissioner
Joel Martin, Commissioner

Staff: Dr. Velicia McMillan Humes
Mark Wilson

CALL TO ORDER

Chair Jameson called the meeting to order at approximately 5:19 p.m. The Commission observed a moment of silence for the victims of the terrorist attacks of September 11, 2001.

1 REVIEW AND APPROVAL OF MINUTES

Approved 5-0: Commissioner Galpin moved to approve the minutes of the August 13, 2012 meeting. Seconded by Commissioner Lopez.



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2 ANNOUNCING THE NAMES OF COMMISSIONERS WHO WERE APPOINTED AND RE-APPOINTED

Chair Jameson reported that City Council appointed Lauren Griswold, and re-appointed Bob Fox to the Scottsdale Human Relations Commission effective October 17, 2012.

3 ACKNOWLEDGE THE SERVICE AND COMMITMENT OF COMMISSIONER LINDA SIMMONS

Vice Chair Linda Simmons reflected on her two terms of service to the Human Relations Commission, from 2006 to 2012.

4 OFFICE OF DIVERSITY AND INCLUSION STRATEGIC PLAN PRESENTATION

Dr. Velicia McMillan Humes, Director of the Office of Diversity and Inclusion, said the City's formal diversity effort originally started in the late 1990s in response to a discrimination claim made against the City by a discharged police officer. City leadership saw the need for a department to raise the awareness of employees and to manage diversity initiatives. The department was able to make progress until the economic downturn forced budget cutbacks in 2008.

The Diversity Advisory Committee's (DAC) strategic plan, originally created two years ago, is currently being revised. As a living document, it will continue to evolve. The Diversity has created a three-year strategic plan. One of the proposed changes, is a name change for the department to the Office of Diversity and Inclusion (ODI). Its mission is to successfully promote and sustain a diverse and inclusive workforce through dialogue. ODI's three strategic priorities are to:

- Access: Recruit, hire & retain a talented & diverse workforce
- Develop: Promote & sustain work environments where employees may realize our fullest professional potential
- Engage: Engage employees, residents & visitors in opportunities to celebrate what we do , where we work & live

The goal is to create inclusion by actively seeking out and offering access to demographic groups that seek opportunities and are qualified for City positions. Jobs will continue to be posted in traditional sources, as well as in some new sources and the department will collaborate with universities to find the best available talent.

As a liaison for community complaints, the department uses the Diversity and Dialogue Advocacy Process. Advocacy is about identifying appropriate stakeholders to discuss and resolve issues. The DAC serves as resources to employees. The DAC's subcommittees, like



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the Gay Straight Alliance and the Hispanic Network, focus on specific demographics or affinity groups, but their overall objectives and goals must be congruent with DAC and the Diversity Office.

Chair Jameson felt that some people could see the effort as an affirmative action program and oppose it as such. Mr. Wilson explained that the focus is to give people access to the process without giving an outcome. The recruiting goal is to have a diverse slate of candidates. Dr. McMillan Humes said an internal Executive Diversity Council (EDC) has been proposed. The purpose of the Council is to set goals and performance measures and hold leaders accountable for meeting those goals. The Council will be led by senior City leaders, but include representatives from employee resource groups and middle managers.

Dr. McMillan Humes explained that the ODI will serve as a facilitator, and not the diversity police. It does not have the authority to hold people accountable for achieving performance measures, the way the EDC does. In support of the Mayor and City Council, ODI will work with external stakeholders to increase access to minority suppliers. The Mayor has approved the development of a marketing campaign to increase the levels of representation on City boards and commissions.

Vice Chair Simmons felt that there was little to connect the employee side of the plan with the community side. Commissioner Fox said the proposed model was consistent with those of many corporations, and noted the reasons for keeping the two sides largely separate. Dr. McMillan Humes said the ODI would be responsible for identifying overlaps and informing the community about them through the HRC.

5 CHAIRMAN REPORTS

Chair Jameson said the most recent episode of Scottsdale Voices was recorded and should air soon. He has not yet developed the letter requesting that City Council take up the Arizona Accord, but would do so soon.

6 COMMISSIONER ITEMS

Commissioners expressed their gratitude for the contributions that Linda Simmons made to the HRC during her six-year tenure.

7 OPEN CALL TO THE PUBLIC (A.R.S. § 38-431.02)

None.



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8 STAFF LIAISON ITEMS

Dr. McMillan Humes distributed copies of the City of Scottsdale's Administrative Regulation 333, Anti-Discrimination and Non-Harassment Policy. Commissioners signed certificates of receipt to acknowledge that they will uphold them.

Mr. Wilson presented the final draft of the brochure for the upcoming Civil Dialogue Series. The Commission discussed plans to include a representative of the local media in a panel discussion.

9 ADJOURNMENT

The meeting adjourned at approximately 7:01 p.m.

Respectfully submitted,
A/V Tronics, Inc. DBA AVTranz.



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